

**TAMUS Regulation 07.05.01, Consensual Relationships  
EXEMPTIONS**

The Texas A&M University System has published System Regulation 07.05.01, which prohibits consensual relationships between undergraduate students and any staff or faculty on campus, with an opportunity for the university to allow exemptions. The relevant language of the regulation is below.

*2. The consensual relationships covered by Sections 3 and 4 of this regulation are characterized by a difference in actual or perceived power that creates the potential for any of the following:*

- (a) a conflict of interest;*
- (b) allegations that the relationship resulted from coercion, exploitation and/or harassment; or*
- (c) allegations of favoritism and/or unfair treatment.*

*Prohibited Consensual Relationships*

*3. Employee/Undergraduate Relationships*

*A system university employee is prohibited from pursuing or having a consensual relationship with an undergraduate student at that institution. A consensual relationship in violation of this section may result in disciplinary action against the member employee, up to and including dismissal. An employee may request an exemption from the prohibition set forth in this section from the president or designee of the member for whom the employee works. Exemptions may be granted only in exceptional circumstances. Documentation of an exemption will be signed by the president or designee and placed in the employee's personnel file.*

**EXEMPTIONS**

TAMUK will grant exemptions in the following cases:

- 1) The relationship existed prior to the implementation of the revised regulation (August 17, 2018) and section 2, above, does not appear to be implicated (i.e.—no conflict of interest, coercion, favoritism).
- 2) The relationship existed prior to a change in either partner's status, which then resulted in a violation, and section 2 above does not appear to be implicated.
- 3) Staff or faculty member in a consensual relationship with a nontraditional undergraduate student and section 2 above not implicated.
- 4) The president retains discretion and authority to grant exemptions in other individual situations that appear to be "exceptional" according to his professional judgment.

**Process to request an exemption:**

- 1) Employee makes request, in writing, for an exemption through supervisory chain (department chair, dean, VP) to the president and provides the following information.
  - a. The names of both individuals;
  - b. Employee's department/work location;
  - c. Undergraduate's major/course of study;
  - d. Brief explanation of how the relationship meets one of the exemption criteria above; and
  - e. Signature of both individuals
  
- 2) The president will review and make a determination about an exemption and forward his decision to Human Resources. The Human Resources Office will notify the employee and supervisor, and will retain a copy of the signed authorization (if approved) in the employee's personnel file. The President may delegate this decision to an appropriate Vice President as needed, on a case by case basis.



OFFICE OF EMPLOYEE SERVICES

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**TAMUS Regulation 07.05.01, Consensual Relationship Exemption**

Requesting Exemption:

a) Names of Both Individuals

Employee Name: \_\_\_\_\_

Student Name: \_\_\_\_\_

b) Employee's Department/Work Location

Employee Department: \_\_\_\_\_

Employee Location: \_\_\_\_\_

c) Student's Academic Information

Student's Major/Course of Study: \_\_\_\_\_

d) Brief explanation of how the relationship meets one of the exemption criteria:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Student's Signature: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Vice President's Signature: \_\_\_\_\_

Approved: Yes No

Chief Human Resources Officer Signature: \_\_\_\_\_

Approved: Yes No

President's Signature: \_\_\_\_\_

Approved: Yes No